

RESISTANCE TO TPP GROWS IN ALL CORNERS

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA



Hundreds of Teamsters were joined in the streets of Atlanta in October by other fair trade advocates sticking up for everyday Americans who could be hurt by the implementation of the Trans-Pacific Partnership (TPP). Unfortunately, the negotiators didn't take our advice.

Instead, officials from all 12 TPP countries involved in

the pact came together and attempted to declare victory for the deal. They praised all aspects of the pact, but were largely muted on what the costs would be for workers on both sides of the Pacific.

Protesters warned about the problems the Pacific Rim trade deal could bring to people around the world. Whether it's jobs being shipped overseas and wages being driven down in the U.S., medicine prices going

through the roof, unsafe food and products heading to our shores or a more toxic environment, that wasn't enough to sway TPP negotiators.

But demonstrators weren't alone in their concerns. For example, Senate Finance Committee Chairman Orrin Hatch (R-Utah), who helped push through fast track trade authority, said the TPP in its current form raised serious concerns. Even Ford Motor Company said the agreement would only worsen an already obscenely large U.S. trade deficit and that Capitol Hill lawmakers should reject it.

In short, this is a bad deal that should be rejected by Congress. As the Teamsters have stressed as part of its new Let's Get America Working campaign, businesses must invest at home, not abroad. And elected officials need to remember who they serve. Corporations aren't people too.



BAKERY & LAUNDRY News

James P. Hoffa, General President | Ken Hall, General Secretary-Treasurer | Dave Dudas, Conference Director



OFF TO A FRESH START

Costanzo Drivers Win Improved Wages, Benefits

Local 264 members at Costanzo's Bakery recently voted to ratify an agreement providing improvements to wages, health care and benefits for route sales drivers in Cheektowaga, N.Y. The contract victory comes nearly a year after a hard-fought organizing campaign to join the union, beating back the concerted effort by the company to discourage unionization. Despite the initial opposition from management to the bargaining process, the unit's resolve brought management back to the table and a strong agreement was reached.

The new three-year contract includes yearly increases to the base salary and commission rate and new personal health care contributions, a significant improvement

that will cut health care costs for workers. They also gained four additional paid holidays.

"I've been working with Costanzo's for four years. I'm excited to join the Teamsters to bring some stability and guarantees that we haven't had in the past," said Chris Morales, a Costanzo's driver who played a part in the fight for unionization.

Throughout the organizing campaign and bargaining process, Morales played an instrumental role in galvanizing the unit. For Local 264 Business Agent Tony Vaccaro, he proved to be a valuable resource during negotiating.

"Chris was instrumental in the organizing and bargaining efforts. It's because of workers like him and his determined co-workers that we were

able to negotiate this strong first contract," said Vaccaro. "It started out contentious, but they never gave up. In the end, it's a fair deal for everybody involved."

In addition to the excellent improvements for the unit, Vaccaro said workers will continue to grow their bargaining power at Costanzo's Bakery thanks to a provision reached by Local 264 under the agreement. Following an unfair labor charge at the NLRB, Local 264 was able to reach a settlement with the company to hire full-time workers to fill in for vacancies and overflow work — work that would have traditionally been given to subcontractors. As a result, Morales and his co-workers will have the opportunity to secure extra work hours on their days off.

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BUILDING ON OUR SUCCESS

As one of our union's oldest conferences, the Teamsters National Bakery and Laundry Conference has a long history of organizing new members and bargaining strong protections. For more than 75 years, members of our conference have worked hard to build on this rich tradition to ensure a better future for the entire Teamsters Union. All across the country, at approximately 265 local unions in North America, our members are leading the fight for better working conditions and stronger protections in both industries.



The past few months have been an exciting time. This summer our conference met in Providence, R.I., to strategize for the coming year and vote to authorize a three-year term for our Executive Board. I am honored to serve as Chair and Director and am fully committed to improving standards for members of our conference.

By working together, our members are making the difference for bakery and laundry workers nationwide and leading the fight in both industries. I personally want to thank all of our local unions for their support in allowing us to fulfill our mission of securing better working environments, higher wages, better benefits and stronger on-the-job protections.

The security of the Teamsters Union is unparalleled in the labor movement, and it is all due to our strength at the bargaining table. But we cannot win at the bargaining table without our commitment to organizing nonunion workers and building member activism.

The support and participation of members is crucial in our fight. By staying engaged and involved with union affairs, members have the power to bring real change.

Thank you for your continued support.

New Contract Honors Teamster Legacy

"Off A Day For Hoffa Day"



As a 35-year steward for Local 455 in Denver, Kellogg's driver Gary Thomas understands the collective bargaining process is about building a contractual framework that builds on the success of the past.

"By building a solid foundation that future negotiations can improve upon, Teamsters strengthen their bargaining efforts," said Thomas. "For more than three decades I have seen drivers' working conditions im-

prove dramatically over time. Every contract we negotiate builds on the agreement before."

For Thomas, it is important that Teamster stewards understand the collective bargaining is a step-by-step process – or "building blocks," as he puts it. "The members who came before us left a strong foundation for us to build upon – and it is only through these past accomplishments that we are able to grow and strengthen our union."

This legacy serves as a strong source of pride in the Teamsters Union. To honor this connection to the past, Local 455 recently showed their appreciation during the most recent negotiations with Kellogg's management thanks to a special new provision negotiated by Thomas and his fellow Teamster drivers at Kellogg's.

According to Local 455 Business Agent Dean Modecker, an agreement was close to being reached – an excellent new contract with improvements to wages and health benefits – when the bargaining committee decided to negotiate one final provision: a paid personal day each year, written into the contract as a working holiday known as "Hoffa Day."

"We ask for it every bargaining period, but this time management agreed. We couldn't believe it," said Modecker, noting the fitting tribute for the legendary Teamsters General President Emeritus James R. Hoffa remembered largely for the crowning achievement of the 1964 Master National Freight Agreement.

Thomas also sees the symbolism in the new holiday for workers. "Hoffa strategically worked to establish collective strength. Drivers who had once been at the bottom of the economic ladder saw their strength and power soar as a united group."

In a country where labor leaders fail to receive their rightful place in history, the Colorado Teamsters are proud that their members came together to honor the union. In the next year, there will be 22 Hoffa Days, celebrated by 22 proud members of Local 455.



Florida Teamsters recently began work at a new state-of-the-art laundry facility, adding strength and skill to the 130-person bargaining unit represented by Local 385 in Orlando, Florida. The new facility is the fourth location for Teamster laundry workers at Walt Disney World's ever-expanding resorts and theme parks.

In addition to providing strong Teamster protections to more than 100 full-time jobs, the new facility will also serve as a model for the textile industry thanks to cutting-edge technology.

"The innovation is incredible; conveyors and air suction tubes that quickly move linens and machines that automatically sort, separate and fold," said Local 385 member Tom Tetrault. "This is the most technologically advanced facility of its kind in the country."

Like many of his co-workers and fellow Local 385 members, Tetrault transferred to the aptly named Fourth Laundry Operation, becoming the first in the industry to operate the innovative technology. More importantly, they will be protected under a strong Teamster contract.

"The bargaining agreement with Disney sets the standards for wages and benefits in Orlando's tourism-driven job market," said Local 385 Recording Secretary Donna-Lynne Dalton. "In addition to the protection of our strong agreement with Disney, these workers will also learn valuable skills operating the new technology."

As business agent for the growing unit, Dalton is busy making sure members at the four Disney laundry facilities are protected and engaged in union activities.

"As Disney theme parks continue to bring in more tourists, the unit continues to grow in number and strength," said Dalton.

The Teamsters Union is one of five International unions within the Service Trades Council, which covers over 38,000 of Walt Disney World's 62,000-person work force.

Weekly News for Working Families



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